



US Army Corps
of Engineers
Galveston District

The Sand Castle

"A newsletter by and for the employees of the Galveston District"





On Cover: An observation deck of the J.J. Mayes Wildlife Trace. Above: BG Crear gets an overview of the Ports from their directors. BG Crear came to Houston to meet with Secretary White on March 3.

Volume 20 Number 3

The Sand Castle

Headquarters Message	4
Sec. White Visits With Corps	5
PROJECT UPDATE: Marsh Restoration	
At West Bay Mooring	5
A Regulatory Success Story	6
J.J. Mayes Wildlife Trace Will Be	
Honored in May	7
Jackie Adenkanbi is "Woman of the	
Month"	8
District Will Celebrate Women's History	8
Helmets to Hardhats: A One-Stop Shop	
for Top Jobs	10
2003 Pay and Leave Schedule	14

in every issue

<i>The Commander's Column</i>	3
<i>Wellness</i>	9
<i>Safety</i>	11
<i>Castle Comments</i>	12
<i>Upcoming Events</i>	13

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*A newsletter for and by
the employees of the
Galveston District*

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COMMANDER'S COLUMN

Since I last spoke to you through my column, I have attended a joint conference between the Immigration and Naturalization Service and the U.S. Army Corps of Engineers. The conference was to provide the status of construction projects the Corps is building for the INS. I now have a better understanding and appreciation of how difficult their mission is as they support the war on terrorism and the uncertainty within their organization as they are reorganized into the Department of Homeland Security. INS has changed considerably since I was a young boy growing up in New Mexico. I remember those old run-down trailers at roadside inspection stations or the appalling headquarters located in the border towns. Well, it isn't like that anymore. A little over five years ago, they had a construction program of \$12 million and today their budget is over \$715 million. That is growth at a rapid pace! Our program in this district includes several projects for various federal agencies; one is now the U.S. Department of Homeland Security.



Col. Leonard D. Waterworth

March started with a bang! The first week of March, we met with Secretary of the Army Thomas E. White. It is not often we are told to go brief the Secretary of the Army. He was going to be in Houston and we had a chance to spend an hour with him to talk about our mission and the impact the Texas coastline has on the deployment of combat forces. He summed up his meeting with how he enjoyed the discussion and how important and valuable the Corps of Engineers is to the United States Army and the nation. He said that there is not another public or private organization that can do more or respond faster to the nation's needs than the Corps can. Whether it is removing debris at the world trade towers or rebuilding the everglades, the Corps is there. He expressed the need for the U.S. Army Corps of Engineers. It was a good visit and he stated he appreciated the opportunity to talk with our partners and stakeholders along the Texas Coast line.

After saying farewell to Secretary White, we left for Washington, DC, for our annual congressional visits. Our purpose was to talk about O&M dollars. As you all know, we are in the middle of the 2004 budget process. The President has submitted a budget to congress and they are now reviewing that budget. It is a lengthy process that ends up prioritizing critically short national assets against requirements of the nation and our communities. The President's budget held a \$14 million reduction in Operations and Maintenance in the Galveston District. We had planned to execute over \$80 million in FY 2003 and felt comfortable we could meet most of the requirements on the Texas Coast line with that money. Of course, that would depend on hurricane and tropical storm strikes on our coastline. The \$14 million dollar short fall for FY 2004 would put us into a completely different ball game. The flexibility we once had would be gone.

What really concerns me the most with the cut in our budget is that sometime in 2004 or 2005, we will not be able to keep all of our channels to the authorized depth. This is what I told our congressional delegation in Washington, D.C. The Galveston District will do anything Congress tells us to do and do it to the best of our abilities but some very difficult decisions need to be made on where we dredge in 2004 and 2005. They understood the message. Now we will wait and see what happens.

I am convinced the reason for their willingness to support the district is based on the reputation you have developed. You have built a reputation of doing a good job, a reputation of public service and a reputation of making the Texas Coast line a great place to live and a great place to work.

In closing, I remind you that even though everyone is extremely busy, we need to take time to think of others. We have co-workers that are extremely ill, people that have lost loved ones and some of the district deployed. Don't lose sight that we are an organization of people trying to do great things for our country in a very difficult time.

Thank you for being who you are and making Galveston District what it is. I am proud to be a part of this organization.

H E A D Q U A R T E R S



Lt. Gen. Flowers

Over the past few months, I have had a team working on USACE 2012 Future HQ and Division Design Study. This is one step in transforming the Corps into a more efficient, responsive organization. Certainly the Corps has a proud heritage and continues to serve the Nation and the Armed Forces in many critical ways every day. We have changed in the past in response to our changing situations, and we can do so again if we act properly.

Some have said we need to be smaller, leaner and more responsive. Others have said we must eliminate layers of review, organize to support our business processes and align the support functions to better accomplish the mission. Others have said that the headquarters in Washington and at the regions must better support the Districts in their delivery of quality products.

I agree, and I believe we must change; but I need your help. The Future Design team has spent much time the past few months in studying this problem and developing possible solutions. Their report is available at <http://web2000.wes.army.mil/stakeholders/thosewhoserve.html>.

Over the next few weeks, I'd like for you to read their report, participate in the group discussions that will be scheduled, and make comments on the web site. You can comment individually or provide your input during your participation in the small group discussions.

My intention is for the team to collect comments until March 19 and then, by early May 2003, provide me with a report on what steps we should take to accomplish our mission more efficiently in the future. Let me affirm that the only decisions I've made so far are:

- We must improve.
- I want everyone to participate in the review.
- We will not send anyone out the door.
- I will keep you informed.

I'm proud of the work that you do each day to support the Nation and our Armed Forces. I want to be sure that the Corps of tomorrow can continue your crucial work and look forward to your help in this.

I am pleased to announce the availability of the on-line USACE Coaching, Counseling and Mentoring Guide. At my request, the Human Resources Directorate developed the Guide as a tool to provide information and place new emphasis on coaching, counseling and mentoring. Coaching, Counseling and Mentoring are vital means to prepare and develop our people and create a positive workplace experience for each of us. Greater emphasis on coaching, counseling and mentoring will assist us in realizing our vision as the world's premier public engineering organization responding to our Nation's needs in peace and war.

The Guide provides an overview of each of these processes and gives practical 'how to' tips. It does not establish new requirements, but links to regulations that define current requirements, including the Total Army Performance Evaluation System (TAPES) and Individual Development Plan (IDP).

My intent is that the Guide serves as a useful refresher for experienced supervisors, a comprehensive tutorial for new supervisors, and a resource tool for all employees. In the PMBP environment, everyone may serve in a leadership or coaching role at one time or another. The Guide will help all of us to be more effective coaches, counselors and mentors.

I urge everyone to access the Guide at <http://USACE-CCM-Guide.com> and to commit to improving their skills by employing the techniques described.

Essayons,
Bob Flowers

Secretary of the Army Visits with District

On March 3, 2003, Col. Waterworth and Brig. Gen. Crear, along with Galveston District employees and Port of Houston, Beaumont and Corpus Christi port directors met with Secretary of the Army Thomas E. White at the 75th Battalion to discuss the Corps mission..

Secretary White, who was in Houston for a prior engagement, had an opportunity to meet with the Corps and Port Directors to talk about the impact the Texas coastline has on the deployment of combat forces.

“There is not another public or private organization that can do more or respond faster to the nation’s needs then the Corps can,” White said. “Whether it is removing debris at the world trade towers or rebuilding the everglades, the Corps is there.”



BG Crear with Secretary White and COL Waterworth at the 75th Battalion.



Secretary White poses with meeting attendees.

PROJECT UPDATE: Marsh Restoration at West Bay Mooring a HUGE Success



After filling and planting, the U.S. Fish and Wildlife Service, National Marine Fisheries Service, and Texas Department of Transportation have been keeping an eye on development of the marsh.



Marty Underwood, U.S. Fish and Wildlife Service, points to the marsh at the mooring facility. “Looks excellent! It is greening up quickly,” said Underwood.

A Regulatory Success Story

Dwayne Johnson Educates Orange County Drainage District

Project Manager Dwayne Johnson, in conjunction with the Environmental Protection Agency (EPA), worked with the Orange County Drainage District (OCDD) to come up with innovative measures to resolve numerous violations of federal statutes that the Corps enforces.

“OCDD is responsible for 20 violations impacting approximately 66-acres of high quality wetlands and waters of the U.S. throughout the County’s waterways,” Johnson said, “Although we have had a good working relationship with OCDD, unfortunately due to members leaving the organization many of the projects were completed with little to no environmental review.”

Instead of assessing a large penalty from this public entity, the Corps and EPA required the following: site restorations, after the fact permits, mitigation, a small fine, public seminars, OCDD policy changes, and a monetary contribution to the local environmental education fund.

Johnson’s key roles as the Project Manager were to oversee that many of the violations get restored. He was also to guarantee that the OCDD provide education for their employees, as well as an outreach educational program for the general public. Johnson also lectured portions of the program, illustrating the Corps commitment to the community. With him at the public information lecture were, Kim McLaughlin, Alicia Rea, Ryan Fordyce and Kenny Jaynes.

“Because I’m a co-op student I had to get special permission to go. It was a great learning experience all around. I was able to participate in fieldwork I was not familiar with. I rode with Kenny to the meeting and on the way we stopped and worked on a delineation verification,” Rea said, “The seminar held was to better inform the public of what the Corps really does. These people really didn’t understand what we did or how things affected them. Dwayne did a really good job of explaining that we’re not the bad guys. It was great

seeing the different representatives from Regulatory really explaining what we do as a whole.”



Top: Dwayne Johnson presents a seminar explaining how the Corps functions. Middle: Citizens of Vidor listen to the presentation. Bottom: The public discuss their concerns.



Birds, Turtles, and a Gator?!

Wallisville Project will be celebrating J.J. Mayes Wildlife Trace with ceremony

The Galveston District will be celebrating the opening of the J.J. Mayes Wildlife Trace with a ribbon cutting ceremony on May 1st at the Wallisville Project. The ribbon cutting ceremony, which will coincide with Texas Parks and Wildlife's, Great Texas Birding Classic, will give visitors the opportunity to view a variety of birds, turtles, raccoons, and the occasional alligator. The J.J. Mayes Wildlife Trace is a mixture of the old and new to create a complex of roads, trails, boardwalks and picnic facilities designed to allow for a close-up view of both marsh and riparian habitats located along the Trinity River.

The heart of the complex is 4 mile long auto nature trail located along the top of a levee, which gives the observer a birds eye view of the marsh area as they drive along at an elevation of about 10 feet above the surrounding marsh. The auto nature trail is anchored by a small picnic area located under a grove of large historic oak trees just south I-10. It

is supported by three trail head parking areas along the auto nature trail that provides access to approx. three miles of trails. A 2.5 mile trail follows an old road along the banks of the Trinity River through beautiful riparian habitat. The middle portion of the trail is paved and is part of a .8 mile handicapped accessible loop trail containing over 1,000 feet of board walk only a few feet above the marsh. Observation decks overlooking the Trinity River and the marsh are also provided. In addition, a small pavilion and restroom are located overlook the Wallisville Navigation Lock at south end of the auto nature trail.

Wildlife abounds throughout the area. For the weary observer, a number of mammals that inhabit the area can be seen. These include raccoons, opossums, river otter, bobcat and coyote. However, birds may be the big draw to this area. The bird life changes with the season.

Jackie Adenkanbi is FWP Woman of the Month



Jacqueline Adenkanbi, Contracting, was nominated by a co-worker and selected as the “Woman of the Month” by the Federal Women’s Program for the month of March.

Jackie was born and reared in Houston, Texas, and graduated from Booker T. Washington High School and received a degree in Business Administration/Marketing from Prairie View A&M University. She has also worked on a Masters Degree in Public Administration from St. Mary’s University in Corpus Christi, TX.

Jackie is married to Joshua Adekanbi who works in the Project Engineering Section, and they are the proud parents of three boys. This hard working mom spends many hours supporting the needs of her boys’ football teams (all three play football) while watching over the academic achievements of her sons. Jackie and her family attend Lakewood Church in Houston where she plans to join the Home Group and Prison Ministries. Her hobbies include reading, gardening, and helping people. Jackie is very proud of the fact that her neighborhood has recognized her gardening efforts by awarding her yard, “Yard of the Month” twice, which came with \$50.00 gift certificates to Home Depot.

Jackie began her Federal career in 1984 as a U.S. Army Material Command (AMC), Supply Intern in Texarkana, TX. In 1985, she moved to Warren, MI where she worked for the U.S. Army Tank Automotive Command (TACOM). Jackie moved to Corpus Christi, TX 1986, to work for the Corpus Christi Army Depot. In 1987, Jackie graduated from the AMC Intern Program.

In January 2000, Jackie accepted a job in the Galveston District, as Contract Specialist and Systems Administrator for the Standard Procurement System. Her supervisor, Tom Benero, has stated that, “Jackie is a true diamond and I

appreciate all the help she gives us. She is multi-talented, working as a SPS Systems Administrator and Contract Specialist. I admire and respect her a great deal.”

Jackie’s motto is: You will never get the fruit of the tree until you go out on its limb. Each and everyday, she fulfills this motto. She begins each assignment with diligence and sees it through to a successful completion. When you meet with Jackie you are greeted with a positive attitude, respect, and courtesy. Her courage, confidence, and grace make her stand out.

District to Celebrate Women History Month

In celebration of women’s history, the Federal Women’s Program will be hosting several events the month of March dedicated to this year’s theme, “Women Pioneering the Future.”

The Federal Women’s Program will be hosting several events in the Galveston District’s celebration of Women’s History during the month of March. These events during will be dedicated to “health issues” faced by women in particular. However, the information presented will be beneficial for all those who will participate. Therefore, Kim Crawford, FWP Director, encourages ALL to participate...Remember, knowledge is power.

The theme incorporates both pioneering women from U.S. history, who led and won struggles for equality and civil rights, created and advanced educational and professional opportunities. It also recognizes great contributions to the arts, sciences, and humanistic causes, and innovative women of today who further these efforts and continue to expand the frontiers of possibility for generations to come.

Just Drink It - Water or "Sport Water?"



They told us to "just do it," so we're doing it. Hiking, biking, mountain climbing — you name it. But as the weather heats up, dehydration can be a big problem. You've got to drink something, and enough of it, or you risk heat stroke or another heat-related illness.

The fact is, a sports drink may be your best choice if you're an intense athlete. A new study shows that athletes can stave off fatigue 37% longer if they drink sports drinks — the kind with electrolytes and carbohydrates in them. They also run faster, have better motor skills, and are mentally sharper, says the study, which appears in the April issue of *Medicine & Science in Sports & Exercise*.

Caffeine Drinks: Bad Idea

Soft drinks are never a good option during sports. "They have no electrolytes, so they really don't replenish what the body needs," says Chris Carmichael, who heads a training company for personal coaches in Colorado Springs. He's also the personal coach of three-time Tour de France winner Lance Armstrong.

"Sports drinks help you sustain energy or recover from your workout," he says. Soft drinks are really poor at doing either of those. Like soft drinks, the so-called energy drinks like Red Bull "have huge amounts of caffeine — which can be a diuretic and can even have a laxative effect," says Leslie Bonci, MPH, RD, director of Sports Nutrition at the University of Pittsburgh Medical Center. This can worsen the dehydration often experienced with heavy exercise.

Sports Drinks 101

When you exercise heavily, you lose water and salts in your sweat. Gatorade was an advance over water because it added a number of electrolytes that were lost in sweat, says Steven Zeisel, MD, PHD, chairman of nutrition at the University of North Carolina in Chapel Hill.

Today's true sports drinks are still the classic Gatorade — packed with the electrolytes potassium, magnesium, calcium, and sodium to

provide energy during intense workouts — as well as competitors such as Cytomax, Allsport, and Accelerade. Take a swig of an electrolyte drink, and you make sure your body doesn't overheat. The amount of sugar in the sports drinks is relatively small compared to the amount of sugar someone burns in exercise. But clearly, it's better than nothing as a calorie source.

Electrolyte-Plus Drinks

Any add-ons to the basic electrolyte drink — whether it's choline, creatine, or something else — "makes no difference to anyone except the professional who cares whether they finish 1/10th or 1/1000th of a second faster than the other person," says Zeisel. "Most everyday athletes are not going to notice or care about it. But for the person who won the Boston Marathon, it might be what they need."

Testing the Waters

For less-intensive exercisers, water will do, says Zeisel. Don't even bother with bottled water — good old tap water works just fine. "When it comes to exercise and water loss, tap water and bottled water are all the same."

How Much Should You Drink?

Drink something every 15 to 20 minutes, if possible: Since that's not possible in all sports, you may have to drink more before you exercise, so you have enough in your body. Don't try something new before competition: "That's a recipe for disaster," Bonci said. The body needs to get used to new fluids, so do it really, really gradually. Don't drink sports drinks during couch-potato hours. Those extra calories! Don't drink fruit juices before exercise: "They're a very, very concentrated form of carbohydrate," advises Bonci. That means you might get an upset stomach or a laxative effect. You'll be running, but not necessarily on the field.

Helmets to Hardhats: A One-Stop Shop for Top Jobs in the Construction Industry



Gen. Caulfield

Looking for a career with great pay and benefits that puts a market value on your military skills? Want an active lifestyle that puts you in command of iron, stone, timber, energy, and earth? If you have building and construction skills – or want to learn them – a new federally-funded program is waiting to hear from you. The Best Jobs in Construction

The not-for-profit program, “Helmets to Hardhats,” opens a pipeline between military service and America’s best building and construction industry jobs. Employers, contractors and trades use the service to find, among the nation’s separating service members or Guard and Reserve forces, the mature, stable, drug free and dependable workers they need. In return, they list civilian job opportunities that pay well above the prevailing wage – or post training programs in which candidates can earn good pay and benefits while they learn a new skill and collect veterans benefits, like the GI Bill, to supplement training pay. There is no charge for either applicants or employers to use the program, which was funded through the 2003 DOD budget. “Transition is a stressful time for service members and their families,” says retired Marine Major General Matt Caulfield, director of the web-based program. “If you’ve served our country, you’ve earned the right to a smooth transition into a great civilian job.

Helmets to Hardhats puts a dollar value on your military skills, allows your family to choose where they’d like to settle after military service, provides free access to the best job opportunities and apprenticeships in the construction industry, and gives deployed members an easy way to job-hunt from overseas. While you’re looking out for us, we’re looking out for you.”

New Program Helmets to Hardhats was launched in January 2003. To date, it is supported by all 15 unions in the AFL-CIO’s Building and

Construction Trades Department (BCTD), and eight major contracting associations. The

Center for Military Recruitment, Assessment and Veterans Employment, which administers Helmets to Hardhats, was set up by Congress to serve as a one-stop shop for the best construction industry jobs nationwide.

The U.S. Army administers the Center’s funding. In the two months since it began, several hundred candidates have registered for job opportunities on the program’s website, www.helmetstohardhats.org. Some 10,000 opportunities are currently listed, including positions for bricklayers, carpenters, cement masons, electricians, operating engineers, painters, plumber/pipefitters, ironworkers, insulators, roofers, and the entire range of construction skills.

The web site has already received more than 11,000 visitors. Helmets to Hardhats expects to recruit 23,000 veterans into the construction industry this year, and has set a goal of recruiting 200,000 veterans annually by its fifth anniversary.

Transferring the training and talents of U.S. airmen, soldiers, sailors, and Marines into good jobs not only helps military members, but also bolsters the construction industry workforce. The industry needs 1.6 million skilled workers in the next five years. How does the program work? Helmets to Hardhats screens job opportunities, assesses candidates’ military training and experience, locates job openings that are a good fit, and connects applicants with hiring managers. Candidates can register and access information about jobs and apprenticeships via the Internet from any location in the world. Employers and trades benefit from an

continue on next page...

effective, free channel through which they can advertise job openings and make direct contact with a large, well-qualified pool of potential employees, many with specialized skill sets. As BCTD President Edward C. Sullivan recently put it: "Helmets to Hardhats is a home run with the bases loaded. Veterans benefit. Trades benefit. Contractors and employers benefit. But most of all, America benefits."

Building America's Future Program organizers emphasize that homeland security depends upon the roads, bridges, structures and public works that fuel, shelter and provide access to our quality of life. For that reason, construction industry workers have long represented a bastion of patriotism in the civilian world.

Organizers dub the potential connection "A partnership of patriots" and promote the program's potential as an opportunity to "Build America's Future." TAP Support As innovative as Helmets to Hardhats is," notes Gen. Caulfield, "it's important

to understand that the program isn't trying to 'reinvent the wheel' when it comes to the Transition Assistance Programs already in place on military bases." He says the program is designed to augment and strengthen the work they do. Caulfield also hints at a larger aim.

"By giving service members who work in the various military construction specialties the extra confidence that the skills they learn in the military are worth a lot in the private sector, and that they can progress along a similar career track when it's time to leave the military," he says, "Helmets to Hardhats also hopes to boost existing recruitment and retention efforts." "Even without a construction skill, employers want to talk with you," Caulfield adds. "They're willing to pay you to learn a trade, so that they can access the work ethic, dedication, leadership — especially of diverse teams — and the discipline that are the hallmarks of those who've worn the uniform."

Don't Press Your Luck On St. Patrick's Day

St. Patrick's Day, March 17 is near, and many Texans will celebrate. Everyone is reminded everyone that drinking and driving may produce serious consequences.

Nationally, 151 traffic fatalities occurred on St. Patrick's Day in 2000, according to Mothers Against Drunk Driving. Of these fatalities, an alarming 46.4 percent were alcohol related

"Drinking and driving causes accidents, citations, even death," said Jamie Johnson, president of the Nevada Insurance Council. "We urge everyone to take extra caution during this time of festivities, and find responsible ways to travel, such as designating a non-drinking driver."

According to the National Highway Safety Administration, Americans experienced the highest percentage increase in traffic deaths related to alcohol use in 2000, the most recent year for which statistics are available.

"Alcohol-related car crashes are the most preventable cause of premature death and injury," said Dr. Alonzo Plough, Director of

Public Health - Seattle & King County. "If you are going to drink on St. Patrick's Day, don't drive. Stay at home, take a taxi, or have a designated driver in the group who will not be drinking."

In addition, officers will be watching for pedestrians who are jaywalking and putting themselves in danger of being hit. If you drink and drive, you will be arrested! Like on many holidays, too many people choose to commemorate St. Patrick's Day with a deadly mix of alcohol and driving," added Public Health Executive Ron Sims. "I encourage people to find safer ways to celebrate."

"I usually arrest more people for DUI's on St. Patrick's Day than on New Year's Eve, because people don't plan ahead," said Sgt. Jake Magan, supervisor of the Seattle Police Department's DUI squad. "If you plan to drink on St. Patrick's Day — or anytime — make transportation arrangements in advance so you don't have to drive after drinking."

March Birthdays



Joshua Adekanbi	Mar 1
Bryan Guevin	Mar 1
Alex Petty	Mar 2
Clark Colquitt	Mar 3
Sam Watson	Mar 3
Carl Anderson	Mar 4
Elijio Garza	Mar 4
Sal Arcidiacono	Mar 4
Ralph Bledsoe	Mar 4
Dale Williams	Mar 4
Rick Harrison	Mar 4
Alexis Blue	Mar 6
Angela Zahid	Mar 9
Gerald Dunaway	Mar 9
Karyn Trevino	Mar 12
Sandra Schiller	Mar 12
Beatrice Richardson	Mar 15
Linda Fredendall	Mar 19
Larry Hill	Mar 19
Danna Svejkosky	Mar 19
Jack Compton	Mar 19
Dan Wyatt	Mar 20
Carlos Tate	Mar 22
Don Carelock	Mar 24
Byron Smith	Mar 25
Elias Cadena	Mar 26
Richard Curphey	Mar 26
Charolette Stockwell	Mar 30
Phyllis Bledsoe	Mar 31

Extra! Extra!

Thanks in part to our loyal reader's letters, emails messages and calls, the Galveston District's newsletter will not only be available online, but also in HARD COPY! The first issue that will go the printer's is April's. For those of you who remember, our monthly newsletter has not been to print for more than two years due to budget cuts.

Congratulations!

- *John Machol, Regulatory*, has been selected into the Emerging Leaders Program (ELP) for 2003. He will represent the Galveston District at the Annual Emerging Leaders Conference to be held in Dallas the week of 17 March. Congratulations, John! ELP is a good program with great opportunities that allow future leaders to observe and learn how our District, Division and USACE make decisions.

Get Well Soon....

- Please keep your thoughts and prayers with Phil Coughlin of Resource Management. He is continuing to improve with his therapy and has managed to sit on the bed with his feet on the floor.

- Please keep fellow co-worker, *Denise Landry* in your thoughts and prayers. She has been at the hospital with her son, Sean, due to a condition called Pneumothorax, which is a collapsed lung, since Friday March 7. He is doing well and is in a lot of pain but was expected to get out of the hospital as early as March 12.

- Our friend and coworker, Christy Sorrels, has been readmitted to M.D. Anderson with pneumonia. Her room number is 1163. Her oxygen levels are too low for release to home so it looks like Miss Christy will be spending some quality time with the nursing staff again. If you would like to offer words of friendship and encouragement, you may send her an email message that will be delivered to her room. The link for the email is as follows: <https://www2.mdanderson.org/sapp/contact/message.cfm> Also as you can guess, Christy is in need of donated leave. Forms for donation are available at Trina Ruse's counter in the Planning Section or from Vicky Crisp, RMO.

HEADS UP!

The 2003 edition of the Federal Employees Almanac is available. If you would like to purchase this almanac containing updated info about your pay, benefits, workplace policies, regulations and job rights, a consolidated order is being put together. The individual price is \$14.95 + \$3.95 shipping, for 50 copies the price is \$11.96 + \$1.00 Shipping, so you can see the benefit in banding together to order. If you are interested in purchasing the 2003 Federal Employees Almanac contact Sandra Morrison.

Condolences

- *John Patrick Babbitt, 72*, passed away on Saturday, February 22, 2003. John worked in the Economic and Social Analysis Branch before he retired in 1986. After retiring, he worked as a real estate agent in the Dickinson/Clear Lake area.



The *Gift of Life*

The blood drive scheduled for Tuesday, March 18, will take place from 9:00 am to 3:00 pm in Conference Room 185. The Blood Center will have T-shirts for donors. The sign-up sheet is now posted on the bulletin board by the cafeteria. Walk-ins will be accepted, but those who have signed up will be given priority.

If you have questions about donating, please contact me or speak to the Blood Center Representative, Ms. Jackie Hart. Ms. Hart will be available in the ground floor lobby on the morning of the blood drive from 7:00 am to 9:00 am, signing up additional donors and answering questions. The Blood Center website is www.giveblood.org <<http://www.giveblood.org>>.

Thanks for Giving the Gift of Life,
Denise Sloan
Blood Drive POC

Upcoming Events

March 17
St. Patrick's Day

March 27
INS Grand Opening
at Rio Grande City

March 29
Redfish Island
Dedication

Trash Bash
Texas City and San Jacinto

April 1
April Fool's Day

April 12
Waterfest

April 15
TAX DAY

April 19
Earth Day Fair, NASA

April 20
Easter



2003

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